



The Guardian

VOLUME 39, Issue 5

May 2008

SPOG Board Votes Unanimously to Send Contract to Membership

The SPOG Board of Directors voted unanimously to send the current proposed contract for 2007-2010 to the membership on April 23rd. Informational meetings were held at the SPOG office to educate members on the proposal from April 25-28th. Ballots were mailed out and they must be postmarked by May 11th. The contract ballots will be counted on May 16th by the election committee.

This edition of *The Guardian* is dedicated to reviewing highlights of the proposed contract, including the fact that this contract offer is the single, largest economic package proposed in SPOG history. Officers may read the entire contract with all supporting documents on the SPOG website under the member's only area, www.seattlepoliceguild.org

Have You Registered Yet???

SPOG is asking all active SPD Officers to please register for the SPOG website. The full proposed 2007-2010 Contract and all MOU's are available in the Members Only Section, and you must be registered on the website to view them.

Log onto:

www.seattlepoliceguild.org

Have you seen
exemplary service from
a fellow officer lately?

Nominate them
for
**Officer of the
Month!!!**

Send your nominations to:
Officer Chris Hall, West Precinct
Christopher.Hall@seattle.gov
West Precinct



Happy Anniversary

The *Guardian* Staff is pleased to announce the milestones achieved by the following SPOG members during the month of May!



40 years of Service

Officer Wes Ferris, North Precinct

20 years of Service

Sergeant Lou Eagle, West Precinct
Officer Russ Johnson, West Precinct
Officer Lyndell Jones, Motors

15 years of Service

Detective Todd Novisedlak, SW Detectives
Officer Mark Wong, East Precinct

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The **Guardian**

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2949 4th Avenue S.
Seattle, Washington 98134
Phone (206) 767-1150
E-mail: mail@SeattlePoliceGuild.org

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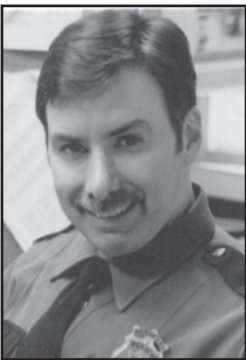
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President's Message

By Sergeant Rich O'Neill, SPOG President



Webster defines negotiate as: “to confer with another in bargaining or trade.” As this edition of *The Guardian* reaches your home many of you should already have your ballot for the proposed new contract for SPOG. The SPOG Board of Directors unanimously voted to send the contract to the membership. We will all now wait for the decision from the membership. This has been a long and at times grueling process. It began in June 2006 when we first met with the city in what is called “meet and greet” sessions. From there we met for a grand total of 44 sessions. Some of those sessions lasted longer than eight hours. Regardless of what your opinion is on the contract, we hope that every member votes and casts their vote in an educated manner. We know that there is a lot of frustration out there. SPIDER, elimination of relief squads, beat boundaries that rival small town maps, recent disciplinary decisions, and on and on. We ask that members look at the facts, put aside their emotions and frustrations and vote for what is best for you and the livelihood of your family. Your negotiation team did not give up or sell out, although there were many times when we became very frustrated. We stood tall and would not be intimidated. We knew that we had set goals when we began and although one can never achieve all of the goals in negotiations, we were satisfied that we met enough of our goals and so we brought the offer to the Board of Directors. This contract represents the largest economic offer ever negotiated by SPOG in one contract! Did we get everything we wanted? Of course not, but that is all part of the negotiation process. Our opening contract offer was based on the surveys that the majority of members filled out back in 2006. At the table we kept those surveys in mind when we made our decisions to “stick to our guns” on an issue or concede that issue and maybe try again next time. I’m sure the city did the same thing. When you spend 44 sessions with people arguing over the same issues, you get a feel as to what is important and what is not. Will this contract please everyone? Again, of course not. It is difficult to please 1200 separate individuals. During this process, I was reminded of some great advice that I received from former SPOG President, John Patrick Sullivan when I took office, “Don’t try and please everyone, it is impossible.” So with that in mind we tried to craft a contract that would benefit the membership as a whole.

As is outlined throughout the paper, this contract has some pretty significant details to it. It was important to us to recognize the very difficult job that officers on the Seattle Police Department have to perform. In my mind, recognition and pay and benefits go hand in hand. This contract will restore Seattle Officers to the first place position for all of Washington. I heard some say, “okay but what is to stop another agency from leap-frogging us next year or the year after?” My reply to that is that unless you can hit 50+ homeruns you can’t have an A-ROD clause in your police contract, ensuring that you are always top dog. Besides, if that were the case what would we talk about during the next contract ordeal? This offer should help with recruiting and retention of officers. That is important to everyone because it ensures more opportunity for movement and most importantly will provide for well-staffed squads and hopefully safer situations for everyone, including the citizens. Speaking of safety, another highlight in this contract offer is the clause on minimum safe staffing. Our legal advisors tell us this is monumental because many police agencies do not have such a clause. This was one of our goals from the start and one that we would not waver on. Supervisors will hopefully think twice and consult the contract before sending 1 officer out to patrol all of Queen Anne and Magnolia on the morning shift with instructions to be “careful and do your best.” The new clause details that the department has to take steps to correct a short staffing situation to include using other uniformed precinct resources, officers from other precincts or bring officers in on overtime to backfill. Some commanders have been doing the right thing and back-filling on short days, but unfortunately some of them act like the overtime is coming out of their personal savings account and that money is more important than safety. So, hopefully this new contract provision will assist the “bean counters” in making the right choice.

The contract also keeps intact our medical plan with absolutely no changes. This is a valuable asset to officers and their families. We have a very good medical plan and our team refused to accept anything less. Officers face situations that most workers do not. All occupations have stress, but when other occupations have to be armed and wear bullet proof vests to work everyday, then I will listen to the argument that we should all have the same medical plan.

This contract also should send a very clear message to those who want to seek changes in our contract in the area of discipline. SPOG clearly demonstrated that we are willing to discuss and come to an agreement on discipline issues. The way to do it is at the table and not by enacting your ideas through ordinance. Taking the latter approach merely ties things up in legal battles and in the end, sends the matter back to the bargaining table. I always thought that was basic labor law but hey, what do I know? This contract does adopt the Mayor’s Accountability Recommendations in one form or another. The city and SPOG showed that we can sit down and discuss these items and with some “give and take” come to a mutually agreed upon decision. In this contract, the average officer will see little or no change to the way they interact with OPA during the interview and investigation process. Most of the changes and agreements involve the Chief and the OPA. The bottom line is that all of our disciplinary rights, timelines and appeal options remain in effect and unchanged. Some things are simply not for sale!

The contract also offers a new shift and work cycle for patrol. Our survey indicated that most of our officers were open to a 10 hour day. Some wanted the work cycle to have “fixed days off” while the majority of members like “rotating days off.” Through many sessions we focused on this issue. The shift plan offers both an opportunity for a fixed shift for those who may want that, but the majority of patrol will enjoy rotating days off. Both options offer 23 more days off per year as compared to the current 9 hour day. For those who like weekends off, the rotating plan offers 8 more weekends (Sat/Sun) than the current shift. The bottom line on the new shift is that the department has agreed that it will not be implemented until staffing levels can support it. We also have safeguards written that will ensure that the new shifts will be assigned by a seniority implementation plan. If recruiting and retention improves then the hope is that in a minimum of 22 months, there could be enough officers in patrol to switch to the new shift. If the numbers do not grow as fast, then it could be over two years. In the meantime we stay on our current patrol shifts and see what happens. A lot can happen in two years!

I encourage all members to respect the effort that went into this contract by making an intelligent and non-emotional decision. There are no side agreements or secrets with this contract. We have posted all the documents on the SPOG website under the member’s only section. It is there for everyone to see.

I would like to take this opportunity to thank all of you for your patience and “solidarity” during the peaks and valleys of the past two years. I also want to thank the SPOG Negotiation Team whose hard work brought you this offer. I was honored to serve with such dedicated and self-giving professionals. Team members were: Sergeant Roger Dixon, Sergeant Ty Elster, Officer Johney Stevens, Officer Tom Umporowicz and joining us after the last election, Officer Mike Severance. We also need to recognize the outstanding work done by our legal team at the table. Chris Vick and Hillary McClure from Aitchison & Vick kept us focused in reality and on the right side of the law. It is also appropriate to say a few words about those on the city’s side of things. The city’s team had a job to do just like SPOG. Although things got “heated” at times, they conducted themselves as professionals and at times, we actually shared a few laughs during the sessions. The city’s team consisted of Deputy Chief John Diaz, Assistant Chief Jim Pugel, Mark McCarty, Fred Treadwell (who retired since this took too long) and their main spokesperson, Mike Fields. I’d also like to quash a rumor; many have mistakenly thought that the Chiefs would be at the table arguing against any potential raise. That is false, the Chiefs did not discuss finances and stayed out of those talks. That is one reason many of the command staff were uncomfortable being ordered to present the monetary sheet during the “Black Tuesday” debacle.

On May 16 the ballots will be counted and we will report on the results next month. I would like to remind everyone to remember that May is the month that we take time and reflect on those brave men and women, in or profession, who have given the ultimate sacrifice. I encourage everyone to visit the Washington State Law Enforcement Memorial in Olympia at some time. You will notice that there are more of Seattle’s Finest on that wall than any other department. Remember their families and honor their memory by carrying on the duty to protect and serve. Always be safe!

Officer of the Month

By Detective Christopher Hall, False Alarm Unit

The SPOG Officer of the Month for April 2008 is Officers Mark James of the West Precinct, as nominated by Sergeant Jim Scott for his actions during the arrest of a warrant suspect who attempted a car jacking when his arrest was imminent.

On March 12th Officer James ran a license plate that came back with an associated warrant while driving on 15th Avenue W. Officer James initiated a traffic stop, but the suspect driver exited onto the Emerson St. bridge and then dynamited his brakes. Officer James avoided striking the suspect, but then the suspect cranked his wheel hard left and gunned his vehicle towards officer James who was already in the process of reversing his vehicle. The suspect made several U-turns and other irrational maneuvers on the bridge and then drove straight towards the officer, only to veer away at the last second. The suspect then drove north on 15th Avenue West at a high rate of speed. As Officer James was turning around on the bridge he noticed the suspect speeding Southbound in the northbound lanes of 15th Avenue West. Officer James then saw a large cloud of smoke, steam and dust. When Officer James caught up to the suspect vehicle, he found that the suspect had been in a head-on collision with another vehicle. The suspect too off running southbound and was trying to enter into the vehicles that had stopped for the accident. Officer James caught up to the suspect as the suspect dove into the back seat of a stopped vehicle and was yelling, "Go, go, go!" at the driver. That is when the suspect was subdued with a Taser application by Officer James. The suspect was then taken into custody before he could successfully car-jack the innocent motorist. SFD was called and had to use many large tools to extricate the victim driver from what was left of his Subaru Outback. The

victim driver was taken to HMC with 2 broken legs, a broken pelvis and possible internal injuries. The suspect was also taken to HMC for observation and X-ray. The quick and decisive actions of officer Mark James enabled him to capture an extremely dangerous suspect after a felony hit and run but before a car jacking could occur.

Also nominated this month was Detective Len Carver of the Puget Sound Violent Crimes Task Force, as nominated by Detective Jim Rodgers after PSVCTF Detectives began working with King County Sheriff's Office investigating a series of bank burglaries occurring throughout the region since last year. These sophisticated burglaries involved disabling and / or otherwise compromising the communication and alarms systems at the targeted financial institution, forced entry and attacking the safe / vault with a drill to defeat the locking mechanism. Through surveillance and other intelligence a possible suspect was identified. Detective Carver obtained a warrant for the suspect's Pierce County home and on March 12th, PSVCTF detectives, FBI agents, and officers and detectives from the KCSO, Tacoma P.D., Bellevue P.D., Federal Way P.D., Lacey P.D. and the Pierce County Sheriff executed the warrant. Pierce County SWAT served the warrant and secured the property for investigators. The property was a 1.09-acre parcel with numerous buildings, sheds and automobiles. The search took over six hours. Detectives recovered a stolen handgun from the primary suspect, high-speed magnetic drills and saws, two-way radios, safe and vault diagrams and templates, building schematics and other damning evidence. The primary suspect was arrested and taken to SPD-HQ for

interview. KCSO Detective Diana Magan and PSVCTF Detective Len Carver conducted an almost 6-hour videotaped interrogation. The suspect denied involvement for the first three hours of the interrogation, finally confessing to the burglaries in great detail. The suspect revealed his educational background in electrical theory and engineering and outlined the manner by which he defeated alarm systems and communications to the financial institutions. The cases are now charged and he is held on a \$300,000 bond. Additional charges are pending and the U.S. Attorney's Office will review the completed cases for possible federal prosecution.

Detective Rodgers notes, "Detective Carver has been assigned to the PSVCTF for less than a month and already has demonstrated outstanding investigative knowledge base, ability to organize and coordinate a multi-agency, complex investigation and a willingness to go the extra mile to get the job done thoroughly and efficiently."

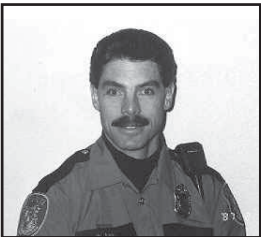
Both are fine examples of the outstanding work done by SPD Officers on a daily basis. Congratulations to both of them for a job well done.

As the winner of SPOG Officer of the Month, Officer James has selected the Help the Officer Fund as the recipient of the \$250.00 SMCU donation.



Thank You to SMCU for their generous donation of \$250 to the Help the Officer Fund in the name of Officer of the Month, Officer Mark James. Your contribution is greatly appreciated!

Important Date!!!!
SPOG Membership Meeting
Wednesday, May 28th
2000 hours
Complimentary Dinner All Members Welcome



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Board Position #8
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boardpos8@seattlepoliceguild.org



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Deb Nicholson
boardpos9@seattlepoliceguild.org



Board Position #10
Jim Brakebill
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Blast From the Past

Recap of the 2006 Negotiations Survey

By Guardian Staff

The SPOG Membership was surveyed in early 2006 as the negotiations team geared up for bargaining in June 2006. Your input was used to guide their bargaining at the table. Below is a summary of some of the results.

SURVEY SAYS:	CONTRACT PROPOSES:
Medical benefits should remain the same 66% of SPOG members agreed (most others wanted improvements or fully paid medical).	Medical will remain the same for another 4 years (2010). All benefits and co-pays remain the same.
Current excluded uniformed units (SWAT,K9,Traffic), who routinely respond with the patrol division should receive patrol longevity pay. 52% of SPOG members agreed.	SPOG asked for SWAT, K9 and Traffic to be included in patrol logevity. Only SWAT and K9 were added to patrol longevity.
There should be mandatory minimum staffing levels in patrol. 87% of SPOG members agreed.	For the first time, “safe staffing levels” was negotiated into the contract. The Department will be responsible for maintaining sufficient shift staffing levels in each precinct during all hours to ensure that officers have sufficient back up and other personnel resources to safely perform their job duties.
If patrol staffing levels fall below a minimal level, voluntary overtime should be offered. 98% of SPOG members agreed.	In the event that safe patrol staffing levels cannot be met during an assigned shift and other available uniformed personnel resources are not available, the Department may utilize officers on an overtime basis.
When a contract offer is presented to the membership for discussion and vote, it should be presented in a neutral light, giving equal time to the positive and negative aspects of the contract. 95% of SPOG members agreed.	SPOG held eight informational sessions over a 3-day period to educate members about the contract proposal. These were presented by SPOG President Rich O’Neill in a neutral format, by outlining the pros and cons of the negotiation process.
The Guild President should be a full-time position. 93% of SPOG members agreed.	SPOG negotiated to have the President’s salary paid for in full by the City
Disciplinary rights are very important to me. 93% of SPOG members agreed.	The 180 day timeline, all discipline interviews and procedures and appeal rights remain unchanged.
I support the current patrol shift and do not want it to change. 56% of SPOG members did not agree with this statement or were undecided.	The contract offers 10 hour patrol shifts with options for both fixed days off and rotating days off.

ECONOMIC PACKAGE

Largest Raise Ever for SPOG!!!

23.5% - 26.5% over 4 years
Compounded 25.6% - 29.1%

2007	8%
2008	4%
2009	5.5%
2010	6% to 9% (CPI + 3%)

SWAT and K9 added to Patrol Longevity

Patrol Longevity steps added
25 year = 14%
30 year = 16%

Elimination of top two pay steps
Steps 1 & 2 move to Step 3
Step 3 moves to Step 4

Medical Stays the Same for 4 years
Premium: 95% City; 5% SPOG Member
All benefits and co-pays remain the same

SPOG Reimbursement of Presidents Salary
\$100,000+ savings a year to SPOG

SPD moves from 6th to 4th Place in the West Coast Seven for both Starting Pay and a 10-year Officer

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NON-ECONOMIC PACKAGE

These are highlights of the Non-Economic Package

New Patrol Shifts

The department agrees to not implement new patrol shifts until minimum staffing levels can be reached, and will give SPOG 6 months notice of implementation

New Shift Schedule:

- 1st Shift: 0600-1600
- 2nd Shift: 1000-2000
- 3rd Shift: 1500-0100
- 4th Shift: 1900-0500
- 5th Shift: 2400-1000
- Fixed Shift: 1900-0500

Officers and Sergeants will work different rotation cycles

Rotation Cycles:

- Cycle A: 3-3, 3-3, 3-3, 3-3, 4-2, 4-2, 4-2, 4-3
- Cycle B: 4-4, 4-4, 5-3, 5-3, 5-3, 5-4

Number of Additional Days off: **23**

Number of Additional Weekends: **6 (total of 14 weekends)**

New Patrol Shifts will be assigned by a bidding process based on seniority (Please see the SPOG website for a detailed explanation of the bidding process).

Safe Staffing Language

Having safe staffing language in the Contract is a first ever for SPOG. The department has agreed to set a safe staffing level for each precinct for all hours. If this level is not met, on-duty patrol supervisors may utilize other on-duty uniformed resources, draw personnel from other precincts with available resources, or utilize officers on an overtime basis.

Communication Sergeants

The five sergeant positions currently assigned to the Communications Center will be civilianized, but the total number of sergeants on the department will not be reduced. TRU officers will continue to be supervised by sworn members of SPD.

AVL Language & Holding Cell Cameras

This controls the use of AVL and Holding Cell Cameras and is similar to the requirements and limitations of in-dash cameras (please see the SPOG website for the complete MOU's).

For the complete proposed contract and all MOU's log onto the SPOG website.
www.seattlepoliceguild.org

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We Are #1

By Officer Mike Severance, SPOG Secretary-Treasurer

By the time you read this, SPOG members should have a contract offer in their hands, and may have already voted. Whatever the members decide, or have decided, you owe a big debt of gratitude to your elected SPOG officials who sat at the negotiations table and hammered out this deal. I did not join the negotiations team until March 13, 2008, and I'm not deserving of any of the credit. But these other elected officials sat at session after session after session since June 2006. This contract could attract many new recruits. Whether it will ebb the flow of officers leaving the Department remains to be seen. We all know that money wasn't the only thing causing officers to leave.

Back in the dark ages, every sworn member of SPD was issued their very own hard copy of the SPD Manual. A former Chief even came up with a good idea. We were issued a small format Manual in a binder, all 368 pages of it. It could easily be carried in your kit just in case a policy or regulation question arose while you were in the field. It was low tech, but useful.

During one of my shifts a while back, while in my patrol car, I had a question. I needed to look up the answer in the Manual. No problem. We live in the high tech age. At 0310 hours I went to the SPD web site via my MDT and clicked on our NEW Manual. The download of our 1146 page bible began...or 9.43 MB in today's jargon. At 0400 hours, when my shift ended, a total of 4.35 MB had been downloaded, and I had forgotten what question I was trying to answer. This high tech method was obviously unacceptable. Before my next shift began, I sat down at a precinct computer to download the new Manual to my flash drive. What a shock I got. The little tart had already given birth to another page. There were now 1147 of them. Today, there are even more pages. Oh well...I guess I will just have to update on a daily basis.

But this experience got me to thinking. We have ranked so low among the West Coast 7 in pay; there must be something at which we are the best. After all, we are the only department in the West Coast 7, which is nationally accredited. All the figures are not in yet, but I think I can safely say that ours is bigger than any of theirs. We have the biggest Manual. We are the best because we have the most rules and regulations. We are #1...finally.

Because we are finally #1, we owe a big debt of thanks to the people who made that possible. That would be CALEA. Where would we be without them? But I have discovered a lapse, a serious omission, in CALEA's standards. I've lost count of the number of times I have searched through CALEA's standards, and I am more than a little tired of reading a very similar opening phrase in almost every standard such as, "The agency has a written directive..." For example, CALEA standard 32.1.3 states, "A written directive requires that all elements of the selection process for sworn personnel be administered, scored, evaluated, and interpreted in a uniform manner." Maybe that wasn't a good example, but you get the point. As for the serious CALEA omission, here is the chance for SPD to mount a pre-emptive strike. Here is the

opportunity to create a standard before CALEA even thinks of it, and maybe we can garner some national recognition in the process. The working cops of every CALEA accredited department would be forever in SPD's debt.

Where are the CALEA standards for SPD facilities? In particular, where are the CALEA standards for SPD restrooms? I actually got to see the inside of the Chief's office the other day, and I would bet the Chief has his own private restroom. I would also bet that, unlike our precinct restrooms, his does not have 600- grit sandpaper masquerading as TP. We are members of a nationally accredited police department. We strive to attain and maintain only the highest standards. We deserve nothing less than Charmin.

Speaking of restrooms, our multi-million dollar self-cleaning toilets might be going to toilet heaven, wherever that is, and the trip isn't going to be cheap if the council and mayor decide to end this tragedy next year. Keeping the technological marvels for another year will cost taxpayers \$800,000. Getting rid of them will cost taxpayers a \$491,000 cancellation fee and \$250,000 in removal costs. That's \$741,000. They must be launching them into space, and they must be flying First Class. The members of the City Council who were responsible for this debacle must be very proud that the taxpayers got what they paid for. It should be pointed out that the mayor at the time vetoed this insanity. The City Council over-rode the veto. And how did the people responsible pay for all of this? The wastewater rates of all Seattle Public Utilities customers were raised. It's very poetic that this waste

was paid for with waste rates. I wonder if the rates will be reduced once these things have disappeared? Probably not!

You will all be happy to know that I have been SPIDER trained. I am now armed with my baby laptop. I didn't know they made laptops that small. I don't think this system could ever be called intuitive or user friendly. I had occasion to talk to one of our Assistant Chiefs and told him the Command Staff should draw straws, and the loser should have to attend SPIDER training. I'll give SPIDER my best shot, but I hope the department maintains a stockpile of the old paper forms...just in case.

For any of our retirees who read *The Guardian*, I have a request. I found a box with old SPOG contracts, which I have scanned and archived. But I am missing some. If anybody out there has copies of any SPOG contracts before 1970 or any covering the period between 9-1-89 and 12-31-92, I would very much like to have a copy. The SPOG contracts are a big part of the history of SPD's officers, and I would like to preserve them for future generations. Feel free to contact me at treasurer@seattlepoliceguild.org.

Our SPD recruiters have hit the mother lode in New York City. 750 people signed up to take the written test. Could there be light at the end of the tunnel? Will our numbers finally start to rise? Stay tuned. As of the April 2008 Personnel Order, the net staffing change for 2008 is +20. The net staffing change since January 1, 2006 is +17.

Be safe out there.

Former Cadets and City Employees

Are you not receiving your full City of Seattle Police Retirement Benefits?

Are you interested in finally settling this issue?

Contact Norm James and Ken Crow at:
SPDCADETS@yahoo.com

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Help Wanted

Officers of all ranks, spouses, significant others, grown children, retired officers and their significant others, family members, or anyone interested in the well being of SPD officers and their families.

The Seattle Police Support Group is currently compiling a list of interested parties willing to jump in and help out when a fellow officer is in need. No experience or meeting attendance necessary, just a cheerful attitude and a willingness to help. Please send your contact information to
SPDFSG@yahoo.com

2008 R.A.G. Summer Celebration

By Officer Fran Smith

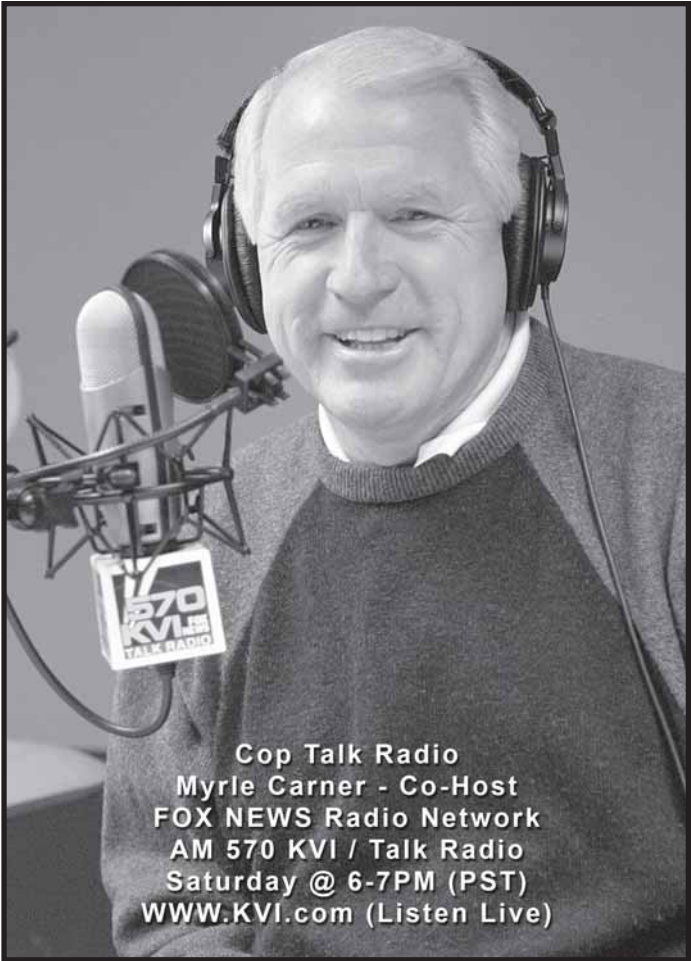


Once again the Seattle Police Relief Association, Seattle Police Athletic Association and the Seattle Police Officers’ Guild wish to celebrate the arrival of summer with our members. To that end we are sponsoring discounted tickets to Wild Waves and Enchanted Village in Federal Way. This program is meant to support and encourage the many friendships between our law enforcement families. For a **limited time** discounted tickets are available to **members of any R.A.G. organization**. The cost of discounted tickets will be \$15 each. There is a limit of four discounted tickets per family. The regular gate admission price is \$37. The season runs from June 5 through September 1. Tickets will be available after June 1, 2008.

All Seattle Police Employees (whether R.A.G. members or not) may also purchase an unlimited number of tickets **at our cost**. Our cost is \$25 per ticket and represents a \$12 savings off the \$37 gate price. If you are interested in either type of ticket just follow these instructions.

1. Send a written request to Lisa at the Seattle Police Relief Association Office: 2517 Eastlake Avenue East, Suite 101, Seattle WA 98102 or by e-mail to: lisar@reliefassociation.org. For **discounted tickets** simply state in which of the three organizations you are a member, specify the number of tickets you desire (maximum of four tickets per family) and a check for the total amount. To purchase tickets **at cost** simply state the number of tickets you want and include a check for the total. Make certain your request includes (legibly) your name, serial number, unit number and work or contact phone number. Make your check payable to the Seattle Police Relief Association (SPRA).
2. Tickets will be returned to you via department mail. If you want the tickets mailed to your home include a self-addressed and stamped envelope.

The Seattle Police Relief Association, Seattle Police Athletic Association and Seattle Police Officers’ Guild wish each of you and your families a great and safe summer.



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Alert Tones

By Officer Kevin Stuckey, Board Position #4

I’m mad as hell!!! How many times have you heard that in the last month? You’ve read it in *The Guardian*, you’ve heard it in roll calls, and you’ve heard it in the locker rooms; officers are mad as hell. They’re mad because they feel like they don’t have the support of the Command Staff, they’re mad because the City has treated our contract like old newspaper, and they’re mad because we work in a City that doesn’t respect its’ police officers. These are all good reasons to be mad. Hell I’m mad too, but we have to be controlled with our anger. How many calls have you been on with a 220 male that’s screaming his head off in the middle of the street? Do you ever remember anything he said after the call? The reason why you don’t remember is because no one listens when someone is screaming uncontrollably; you concentrate only on how that person is acting. It’s like when you’re playing football; it’s controlled aggression that is necessary and that is what your coach wants from you.

Sometime ago I was talking to my grandfather about the problems that we patrol officers are faced with working for this department. He told me to imagine that everyone in the world had the same job. That job was that everyone had to get up in the morning and stand in line at this huge beach. Everyone held a pail and our job was to clear the beach of sand. The problem was that each person could only take one grain of sand away each day. He said that you would live your whole life carrying that grain of sand. You would never see that beach cleared of sand, but you’ll die having known that you did your part. All you can do is concentrate on collecting your sand; you can’t worry about anyone else collecting his or her grain of sand. I think my grandfather is a great man, but he missed an important part of being a police officer. When you are a police officer you carry other people’s sand for them when they can’t. We carry their sand for them

when they have been beaten down to their lowest level and they call upon the police to lighten their load.

I was recently watching *I Am Legend* starring Will Smith the other day. There was a scene in the movie that really struck a chord with me. Will Smith was explaining the significance of Bob Marley to another character. He said that the local government became threatened by Marley so they sent gunmen to his house and they shot him. However, they didn’t kill him and he went on to perform at a concert two days later. When his family and friends asked him why he was performing, Marley stated, “The evil people in this world are not taking any days off. How can I?” I liked that. I liked that because I am a Seattle Police Officer and I hold allegiance to my fellow police officers, a devotion to duty, and integrity above all. I wear my badge of authority with dignity and restraint. I promote by example high standards of courtesy, appearance, and performance. I seek no favors for my position. I perform my duties in a firm ,courteous and impartial manner, regardless of anyone’s race, creed, religion, national origin, or sex. I am proud to be a Seattle Police Officer. I am proud to stand on the line with the men and women of this police department.

By the time you read this, we will either have a contract in front of us or we will have voted already. Remember that controlled aggression is what the team needs. We are presented with evil everyday, and we don’t take days off. We work twenty-four hours a day, three hundred and sixty-five days a year carrying that sand.

“Without a just fight, there is no victory.” - Timothy 2:5

All *Guardian* submissions are due
by May 15, 2008
to spogguardian@yahoo.com

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Retired News

By Mike Germann

New LEOFF I Service Retirements

Nothing new to report this month, but we’ll have one and possibly two to publish next month. Care to guess who?

REMEMBRANCES FROM THE “RIPPER”
Recently retired Seattle Police Detective **Ron Rispoli** sent a letter of his thoughts and experiences during his Seattle Police career. Here it is for your reading pleasure:

My career started on November 3, 1971, after taking a written exam, SPD oral board, Civil Service oral board, psychological test and a polygraph. I was in the first group of fifteen to take the first polygraph exam ever administered to applicants. Out of the first fifteen to take the polygraph, only two of us passed. I reported to the South Precinct, 2nd Watch, Robert Sector following a short orientation period. On January 21, 1972, after two and one-half months working with different partners, my Academy class of fifteen SPD recruits was assembled and six months later, following graduation, I was re-assigned back to the South Precinct, 2nd Watch, Robert Sector. Back in those days, the department had two officer squad cars as routine business, with exceptions such as two officer squad cars Robert 5 and Robert 55, both covering the district of Robert 5. I spent 12 years in Patrol, 11 years as an Academy instructor, and 13 years as a Detective. There is not enough space or ink to cover my footsteps through my 36 year adventure with Team SPD. I couldn’t possibly mention all of the class act individuals I have been associated with over the course of time. They include many Officers, Detectives, Sergeants, Lieutenants, Captains, Majors, Assistant Chiefs and Chiefs. They know who they are and I applaud them for making my roll within SPD a very enjoyable one.

I witnessed a myriad of changes, i.e. wool shirts and gabardine slacks, worn year round, non-air-conditioned vehicles, no portable radios, big block muscle car engines in the squad cars, two police helicopters assigned to the Harbor Patrol Unit, and no AM-FM car radios, so we carried transistor radios in our briefcases.

Camaraderie was everything and everywhere, i.e. home improvement projects, fishing trips, hunting trips, card games, cribbage games, squad parties, Christmas parties, Golf Association, Ski Club, bowling “pot games,” bowling leagues, Law Enforcement bowling tournaments (at one time there was 150 SPD members bowling in 4 major tournaments throughout the year. The Big 4 took in the top 10 bowlers from Seattle PD, Tacoma PD, Vancouver (Canada) PD, and Portland PD while participating in a singles and team event; the Seattle PD tournament, the Washington State Law Enforcement tournament and the Northwest Law Enforcement tournament, which brought in bowlers from Washington, Canada, Montana, Nevada, and Oregon, all done in the name of camaraderie.

A formal structure and an informal structure existed within the Seattle Police Department. It was through the informal structure that members throughout the Seattle Police Department became involved with one another and shared friendships. These friendships extended throughout the rank and file regardless of title or position within the formal structure. We were a team, on and off the court.

So having lived with these working relationships and within this lifestyle, I now exit the Seattle Police Department with no misgivings, no remorse, and no regrets. To each and every one of you out there, I conclude by saying, thanks for so many great memories and I sincerely hope that I made as many for you as you have made and been a part of for me. They will never be equaled, never to be forgotten. Time to go.

*Respectfully,
Ron “Ripper” Rispoli #3649*

COLA Increase for “FIXED” Pensioners

Those 36 lawful beneficiaries (widows) who make up the oldest division (Division I) of Seattle Police pensioners, were granted a **3.8%** increase on their pensions, effective July 1, 2008, payable August 1, 2008 and each month thereafter, by the Seattle Police Pension Board at their April 10, 2008 board meeting. FOR MOST WIDOWS, THIS DOESN’T APPLY. For those widows who started out at \$300/month years ago, this does apply and they are very deserving of this increase in their monthly pension benefit. Their monthly pension benefit plus social security is all these folks get. Any questions about the “FIXED” pension increase, call Mike Germann in the Seattle Police Pension Office @ (206) 386-1289.

Seattle Police Pension Board Nominations to Open

Pursuant to R.C.W.41.20.010, written notice is hereby given, via this announcement, that the nominating period is open from **May 5, 2008 through May 23, 2008** for two member elected Trustee positions on the Seattle Police Pension Board, as follows:

- o A trustee position of the Seattle Police Relief and Pension Fund (Seattle Police Pension Board/Seattle Police LEOFF I Disability Board), from July 1, 2008 through June 30, 2011. The member elected incumbent is Seattle Police Pension Board Trustee **Dave Grayson**, a retired LEOFF I sworn member of the Seattle Police Department who has served on the Seattle Police Pension Board for 16 years.
- o A trustee position of the Seattle Police Relief and Pension Fund (Seattle Police Pension Board/Seattle Police LEOFF I Disability Board); from November 14, 2007 through June 30, 2010. The Board appointed incumbent currently serving in the unexpired position is **Dan Oliver**, an active duty LEOFF I sworn member of the Seattle Police Department.

Both Dave Grayson and Dan Oliver have notified the Executive Secretary of the Seattle Police Pension Board that they intend to file for election/reelection to their current seats on the Board of Trustees.

Only LEOFF I or pre-LEOFF, active duty or retired, sworn members of the Seattle Police Department and the Seattle Police Relief and Pension Fund are eligible for nomination and election to these positions on the Seattle Police Pension Board. Candidates must be willing and able to perform sometimes complex confidential and fiduciary statutory duties, including attendance and participation in at least one business meeting each month and such other tasks as the Chair and Board of Trustees may require. NO COMPENSATION IS AUTHORIZED for serving on the Seattle Police Pension Board.

Eligible candidates who wish to file for nomination and stand for election to the Seattle Police Pension Board may obtain a nomination form by contacting the Seattle Police Pension Board’s Executive Secretary **Mike Gemann** at the Seattle Police Pension Office by:

- * telephone at **(206) 386-1289**
- * fax at **(206) 386-9075**
- * e-mail at **michael.germann@seattle.gov**

or, during normal business hours, at the **Seattle Police Pension Office, PO Box 94729, 700 Fifth Avenue, Suite 1862, Seattle, WA 98124-4729**, throughout the nominating period.

All completed and properly endorsed (not less than five members of the system) nomination forms must be physically filed with (returned to) the Seattle Police Pension Office no later than the close of business on Friday, May 23, 2008, in order to be valid.

The actual election will be held during the month of June 2008 on a date to be fixed jointly by the Chair and Board of Trustees of the Seattle Police Relief and Pension Fund (Seattle Police Pension Board) and the Chief of Police of the Seattle Police Department, or his designees. The date/time/location of the election will be published at the end of May 2008.

Any questions may be addressed to the Seattle Police Pension Board’s Executive Secretary Mike Germann at the Seattle Police Pension Office, telephone (206) 386-1289.

This year’s Seattle Police Pension Board member elected trustee election will be unusual in that two incumbents will be running for election to two separate positions.

Retired Seattle Police Officers’ Association News

RETIRED SEATTLE POLICE OFFICERS ASSOCIATION
Minutes of the Monthly Meeting
April 9th 2008

President Taylor called the meeting to order at noon in the dining room of the Four Seas restaurant at 8th south and King Street, April 9th, 2008. Tom Witkowski led the Pledge of Allegiance and everyone was asked to observe a moment of silence for the recent passing of Chuck Kearney.

The minutes of the March meeting have been distributed and President Taylor asked for any corrections or additions. Dick Sherwood moved the minutes be approved, seconded by John Guich and passed. Nick Bulpin gave the financial report and stated it will be submitted for audit.

Pat Munter reported the recent Old Blue Clan get-together in Arizona was a success. Jim Johnson and Ken Baggen served as hosts. Ted Fonis donated \$100.00 for entertainment as well as the RSPOA. Munter expressed concern over the declining number of attendees.

John Nordlund reported on a Medical Benefits meeting held April 5th with Association of Washington Cities lobbyist Jim Justin, Mayor Jerry Smith of Mountlake Terrace, Legislators Al O’Brien and Mark Eriks all citing concerns of smaller agencies being unable to meet growing medical costs. There is budget deficit of

Retired News

Continued from Page 10

1.7 billion dollars. Taylor stated Sandy Matheson, Director of the Department of Retirement Services is organizing a Medical Benefits Committee to study potential remedies and is hoping for the LEOFF 1 Coalition to be involved in that committee as well as LEOFF 1 Police and Fire who need to unite in their lobbying efforts.

President Taylor welcomed the guests of Jerry Smith, Interim Mountlake Terrace Chief of Police Larry Dickerson and Asst. Chief Pete Caw.

President Taylor introduced guest speaker, King County Prosecuting Attorney, Dan Satterberg and his Deputy Chief of Staff Ian Goodhew. Satterberg has been Prosecutor for four months after serving in the office for 23 years. Satterberg focused on the growing concern of auto thefts in King County and presented a solutions program to put repeat offenders in jail/ prison for up to 57 months. His

presentation was assisted with a slide show. He stated a Car Theft Unit has been formed called “ATTACK” (Auto Theft Tactical Analysis Center of King). This unit will attend Police roll calls and outline potential remedies to the car theft dilemma. In addition, this same approach will eventually be applied to the identity theft problem throughout the County. Satterberg then fielded questions followed with a warm applause for a very entertaining and informative presentation.

A report on the condition of Ted Fonis was given and everyone was encouraged to send Ted humorous cards and notes, but no phone calls. Dick Rovig moved for adjournment and 40 people enjoyed a great lunch.

Nick Bulpin, Secretary/Treasurer

Last Ring



Charles “Chuck” A. Kearney, #2048, retired Seattle Police “Cadet,” “Patrolman,” Motorcycle Officer, Detective and Harbor Patrol Officer passed away at his Spokane home during the morning hours of April 4, 2008. He was 69 years old upon his death.

Chuck Kearney was born on May 4, 1938. He joined the Seattle Police Department as a “Police Cadet” on May 23, 1960. He was appointed a Seattle Police “Patrolman” on October 2, 1961. Chuck had a varied police career that included uniformed patrol, motorcycles, criminal investigations as a detective and Harbor Patrol. He retired from police service on May 1, 1992 following 32 creditable years of service.

A “Celebration of Chuck Kearney’s life” was in two parts:

- o Rosary at St. Charles Catholic Church on April 8, 2008;
- o Memorial service held on April 11, 2008, also at St. Charles Catholic Church, in Spokane. A luncheon reception followed the memorial service at the church.

Chuck Kearney is survived by his wife of 27 years, Karen, 3 daughters and 1 son. Karen faithfully and diligently nursed him at home during his extended illness preceding death. Even with nursing help, Chuck’s care and dying were very hard on Karen. I think Chuck knew this because he refused all fluids and nourishment for several days before his death, listening to his favorite Irish music until the end of his life.



and one widow

Geraldine “Geri” Campbell, widow of deceased retired Seattle Police Lieutenant William “Rusty” Campbell, #1342, passed away quietly on March 27, 2008, in Sun Lakes, AZ. She was 85 years of age at the time of her death.

A memorial service was held for Geri Campbell on Tuesday, April 8, 2008 at the Valley of the Sun Mortuary in Candler, Arizona.

In lieu of flowers, please send remembrances to Hospice in Siris, 2025 N 3rd St #205, Phoenix, Arizona 95004.

Geri Campbell is survived by her 4 children, 5 grandchildren, and 4 great grandchildren.



finally,

Lorayn R. Bisset, age 76, wife and life partner of retired Seattle Police Lieutenant Ernest “Ernie” L. Bisset, #1286, passed away at her Edmonds, Washington home on Easter Sunday morning, March 23, 2008. She and Ernie had been married for 57 years.

Funeral services for Lorayn Bisset were held on March 29, 2008 at Aurora Church of the Nazarene in Shoreline.

Our condolences to Ernie and family.

MAY THEY ALL REST IN PEACE.

May 2008 Retirees’ Birthdays

[Ed. Note: The numbers in parenthesis indicate the retiree’s May birth date

Garry F. **Arnold** (22), Dix W. **Baker** (11), Ronald J. **Beavert** (4), Donald E. **Berg** (3), Toby **Berger** (18), Gary W. **Bille** (19), Robert E. **Bruce** (5), Erling I. **Butte-Dahl** (12), Richard A. **Chapman** (24), Joseph M. **Cordas** (22), William L. **Cox** (21), Nathaniel W. **Crawford** (15), Thomas J. **Dittmar** (12), Drew R. **Dowd** (25), Victor I. **Ensz** (13), Jerry A. **Fernandez** (29), Judith **Fernandez** (7), Thomas K. **Fitzgerald** (31), John L. **Flotten** (31), Moses C. **Gallow** (4), Geoffrey H. W. **Getchman** (23), Paul G. **Giersch** (15), Rowland D. **Goff** (12), Phyllis R. **Goodwin** (4), Norman K. **Gow** (26), Earlene **Grant** (30), Martin A. **Grzech** (15), Abbott O. **Harris** (1), E. Denise **Healey** (29), James J. **Hill** (8), Richard D. **Hinz** (29), John C. **Hoberg** (28), Duane **Hoekstra** (19), Mary Ellen **Humphrey** (20), Herbert V. **Johnson** (29), Wallace P. **Johnson** (16), Charles A. **Kearney** (4), Margaret J. **Kimsey** (6), Gary A. **Kindle** (20), Richard M. **King** (9), Ronald T. **Kuehner** (26), Jennie **Ladkey** (30), Frank R. **Lee** (4), John S. **Leitch** (26), Paul A. **Lewis** (31), Rosemary **Long** (5), James D. **Luedeke** (21), James E. **Lundin** (20), Vernon E. **Mackie** (31), Janiece **McCready** (12), Darlene L. **McIntyre** (7), Evelyn **Meece** (17), Donald H. **Meyers** (7), Robert J. **Morgan** (3), Richard K. **Murphy** (15), Mary S. **Nanthrup** (21), Barry A. **Newsom** (14), Wanda L. **O’Neil Netuschil** (23), Gunnar **Otness** (12), Lois **Pedersen** (30), Jon L. **Peterson** (22), Paul D. **Peterson** (25), Mary M. **Petorak** (1), John R. **Pirak** (20), Lorraine M. **Ramon** (21), Richard W. **Ramon** (8), John T. **Reynolds** (20), Jack E. **Rinker** (26), Howard F. **Segar** (10), Noreen T. **Skagen** (24), Russell E. **Stallman** (2), Michael J. **Tando** (26), Alex A. **Thole** (16), Vernon **Thomas** (24), Beryl A. **Thompson** (17), Rena **Thoresen** (6), Randy B. **Tibbs** (11), Timothy A. **Tieken** (24), Karen **Torvik** (11), Laurie **Vancil-Kimber** (11), Robert C. **Vanderway** (15), Douglas E. **Vaughn** (4), Patricia M. **Verlinda** (15), Margot W. **Wade-Terry** (20), Lillian M. **Wahl** (5), William R. **Wald** (25), Lorraine J. **Watson** (26), Phillip L. **Williams** (30), James G. **Wilson** (2), Eve-Lynn **Yerabek** (23).

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Editor's Notes

By Detective Ron Smith, Editor



I want to extend my personal gratitude to the members of the SPOG Negotiating Team, who since June 2006 have endured over 40 tedious negotiation/mediation sessions with the City and have now emerged with a contract offer for the membership to consider. The team led by President O'Neill harnessed the strong political winds that blew following the Patterson case and agreed to step outside of the mediation table to speak with the City about the contract issues. Professionalism, patience and resolve have produced an offer far beyond what the City was offering at the official mediation table. As you evaluate the offer, bear in mind some the recent arbitration rulings such as Tacoma PD officers getting a 10.2 % raise (cost of living) over three years, as well as the purported state of the economy. Evaluate the totality of the offer being presented to you and make an educated and informed choice. In addition to the stellar performance of the negotiations team, the entire SPOG membership deserves a standing ovation for their patience and solidarity during the past 16-months. That solidarity I can assure you has contributed to the offer you are now analyzing, for that you shall be very proud.

I want to ensure the SPOG membership that you made the right choice in electing Mike Severance to the post of Secretary/Treasurer. Mike showed me his highly honed money handling skills, and his ability to invest for profit. Mike is so good with money he brought home over 2K in proceeds from a \$1-dollar slot machine at the Flamingo on our recent trip to Vegas. It is a damn good thing Mike possesses such financial prowess, as he was able to bail me out just in time to fly back home from the sun and heat to the rain and snow. Snow in April? So much for the religion of Global Warming purported by the Mayor!

And you thought we have it bad here in Seattle? Down the road in Portland, some uppity do-gooder lawyer named Eric Bryant saw a Portland Police Officer park his patrol car "illegally" while he went into a restaurant to pick-up his take out dinner on March 7, 2008 and filed a "citizen initiated violation" against the officer in Traffic Court. Get this; the officer has to appear in court in May to contest charges of illegal parking and illegal operation of an emergency vehicle, with sanctions up to a fine of \$540.00. I'm surprised some of our local self-righteous do-gooders haven't pulled that BS up here.

In case you haven't seen it on YouTube, former Seattle Officer Dustin Carrell (one of the many who have recently bailed from SPD), now an officer with Lakewood PD is a cult hero of sorts. On his way to drop off his patrol car at the station before going on vacation on April 28th, Dustin ran across a flock of ducks waddling across SR 512 near I-5. Dustin used his prowler car to stop traffic and eased Daffy and her ducklings across the asphalt to safety. Somebody captured this act of compassion on video and promptly posted it online, drawing numerous accolades from the public to Lakewood PD. For his troubles, Dustin is now affectionately known as "Ducky" in his Lakewood PD circles.

Until next month, be safe out there! If you need any help calculating your retro, get a hold of Tye Holand in the MCTF, he will be glad to assist. "Policemen, like teachers and lawyers, are not relegated to a watered-down version of constitutional rights."- Garrity v. New Jersey, 385 U.S. 493 (1967).

Calendar of Events

- Seattle Police Relief Association board meeting at the SPRAG Office
Wednesday, May 14th at 1300 hours
- Memorial Day (SPOG Office Closed)
Monday, May 26th
- Seattle Police Officers' Guild general membership meeting at the SPOG Office
Wednesday, May 28th at 2000 hours

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8610 Aurora Ave N
800-537-5277
M-F 9:00am - 5:30pm
Sa 9:00am - 1:00pm

Des Moines
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M-Th 10:00am - 6:00pm
Fr 10:00am - 5:30pm

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206-767-1150 or online at www.seattlepoliceguild.org

Attention all SPD Officers with Graduating High School Seniors

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- ★ Dependent of a SPD Officer
- ★ 3.0 G.P.A.
- ★ Accepted to a 2 year or 4 year
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